

Transgender Equity Council Minutes

Regular Meeting

February 11, 2021 - 05:00 PM

Online Meeting

Members Present: Kenzie Weller (Co-Chair), Hunta Williams (Co-Chair – arrived at 5:38) Nicolas Cruz, Ray Lockman, Ash Ray, Emma Grey, Billie Kurek, Galen Mitchell, and Destiny Xiong (Quorum - 8)

Members Absent: KC Pavus, Shor Salkas, CeCe McDonald, Becca Sanborn

Others Present: Megan Bolduc (interpreter), Melissa Burner (City of Minneapolis IT), Koko Chino (interpreter), Charlie Ito (City of Minneapolis IT), Katie Topinka (Community Planning and Economic Development)

Staff : Track Trachtenberg

Call To Order - 5:15 PM

1. Roll Call
2. Adoption of the agenda
 1. Remove OVP updates as meeting was postponed
 2. Remove Co-Chair elections
 3. Emma motioned, Destiny seconded – 8 in favor, 5 absent, none opposed, motion passes
3. Acceptance of minutes
 1. [Jan 14, 2021 Transgender Equity Council](#)
 2. [Jan 27, 2021 Transgender Equity Council](#)
 3. Galen motioned, Ash seconded, 8 in favor, 5 absent, none opposed, motion passes

Discussion

4. Recording Meetings/Safety Concerns Report-Back
 1. Unfortunately, only protection provided to ABC members or Council Members is to call the police if experiencing threats
 2. When we record in person, we will record members and people who contribute (or people who sit in certain chairs that are within the film)
 3. State of MN does not provide a right to privacy, only to having certain data made private under certain circumstances
 4. We've adopted privacy principles (CM Fletcher brought forward) but have to be within requirements of State Law
5. Strategic Planning Follow-Up:

1. What kind of support is most helpful from co-chairs (for subcommittees or in general)?
 1. One co-chair sits on each subcommittee so that there is always communication
2. What items are useful for co-chairs and staff to be putting on monthly agendas consistently to support this work?
 1. Subcommittee check-ins
 2. Anything Council Members want to float by TEC, or other things going on in the City that Track becomes aware of – updates on what’s happening!
3. How are we planning on responding to policy we know is coming in 2021?
 1. Anything related to the first responder team for mental health crisis teams – would love the heads up of anytime Council discusses that, their training is starting, etc. – TRACK, be sure to incorporate this

~~6. Co Chair Elections (Part 2)~~

7. Subcommittee Updates:

1. Policy

1. Reviewed Minneapolis Transforming Community Safety updates and Alternatives to Police response presentation – agreed that it’s a good start to a conversation but is going to take a lot of time and work. Needs more of MPD budget reallocated
 1. Looking into hiring practices for mental health providers team – credentials, experiences, relationship to community. Can community members provide feedback on their training?
 2. Longer-term recommendations – reallocate more of MPD budget, including more funding for mental health crisis team
2. Recommendations to City Council:
 1. Prioritizing the housing policies that are on the brink of being passed
3. What do you want to see in the landlord deep-dive non-discrimination training? – EMAIL TRACK YOUR THOUGHTS
4. FYI – Parks are also shifting so that the folks responding to encampments are not Parks Police, but are reassigning other staff instead. Not sure how they’re being trained either – CAN TRACK MAKE THIS CONNECTION?

2. Training

1. Track, Destiny, and HR/Race Equity staff have been talking about whether training should be housed in HR or Race Equity. Subcommittee feels fine with whichever is sustainable in terms of ensuring the training continues
2. Interpreter training – Nick from Neighborhood and Community Relations is getting caught up; City extended interpreter contract

through end of 2021. He's starting to write next RFP and we will hopefully have a pilot interpreter training in place before the Summit, but don't have an exact timeline

3. "201" training – want to rename this. The first level training feels like awareness, the second feels like transformation, making the education stick and causing people to make change in their departments. Intro course also can't be one and done because of turnover – need to build it into a cycle, send out periodic things to supervisors, etc.

Draft 2020 TEC Recommendations to Council

8. Trans Issues Work Group Update

1. Still working on trans equity policies to add to contracts with shelters, street outreach teams, and other service providers funded by City and County.
2. EVERYONE – send Track suggestions of people who should be consulted for their feedback on this work
3. What would the training for shelter and outreach staff look like?
 1. EVERYONE – let Track know what you want this to look like, and what trainers you want us connecting the shelters/street outreach providers to!
4. What is the current non-discrimination language?
 1. Minneapolis bans discrimination, explicitly including gender identity, and has since the 1970's - this is about adding more explicit requirements since just banning it was apparently not enough

~~9. Updates from Office of Violence Prevention Meeting~~

Presentation

10. Tenant Opportunity to Purchase – Katie Topinka, Community Planning and Economic Development

1. This idea started in 2019 – a few Council Members (CM Ellison, Schroeder, Fletcher, and Gordon) gave a subject matter introduction to create a "Right of First Refusal" policy for affordable housing – if a multifamily property owner is selling the building, they would have to give their tenants the first right to purchase the building before it went for sale in general market
2. DC has the most well-known policy similar to this
3. Did a City Council study session in Sept 2019, then hired a consultant to help analyze what a policy could look like locally. Linked presentation is the consultant's presentation to Council
 1. Consultants: Local Initiative Support Corporation, Twin Cities, and a DC consulting firm
 2. Helped with engagement with stakeholders, researched peer city policies, did market analysis of Twin Cities, and recommended potential policy options

4. Majority of City rental properties are single-family homes
5. Investigated how many sales we have in a year – how often would we expect buildings to go through this process?
6. Heard from many stakeholders that newer properties change ownership very quickly – there are many developers who sell things right away. The numbers in the presentation represent properties that are ten years old or older, because one of the policy options would be to exempt properties that are under 10 years old
7. Tight vacancy rate in Minneapolis and steadily growing rents
8. Lots of national investors purchasing properties in Minneapolis, although also some local investors
9. Would need:
 1. Financial support for renters purchasing properties
 2. Strong “technical assistance ecosystem” – communicate and educate renters about this policy, organizations that can help tenants organize to be ready to purchase a building, legal aid and others to give legal advice (real estate transactions are very legally complicated procedures)
10. Stakeholder meetings (all virtual)
 1. Renters and renter advocacy organizations were in support
 2. Realtors and multifamily housing association were concerned about policy, especially concerned that it would slow the process down
11. Goals: create rights for renters, prevent involuntary displacement, and preserve housing stability and affordability
12. Need to answer:
 1. Who would get the right (tenants, qualified organizations)
 2. What types of housing would be included
 3. How would this process work, and what systems are needed to make it successful
13. Three policy options that consultants proposed for Council to consider:
 1. Tenants’ Rights and Anti-Displacement (similar to DC policy)
 1. Tenants or tenant organization can purchase the building

2. Right of first offer – building owner has to tell tenants that they're selling the property. If the property owner declined the offer and sought others, the tenants would also have the right of first refusal (can match the offer that they got in the regular marketplace). Have to register their interest in making an offer upfront in order to also get right of first refusal – shortens timeline of process

2. Tenants' Rights, Anti-Displacement, Tenant Protections, and Rent Stabilization

1. Tenants would have first right
2. If they chose not to exercise their right, a qualified organization (ie. Affordable housing developer) could make an offer – and they wouldn't be allowed to displace tenants and would be required to maintain affordability

3. Anti-Displacement, Tenant Protections, and Rent Stabilization

1. Would not allow tenants to purchase, but would allow qualified organizations to purchase (similar to a policy in San Francisco)
2. Qualified orgs would have first right, before general market

14. Decisions in front of Council:

1. Which policy path
2. What unit size is this applicable to (all now, or phase some in later)
3. Does it apply to all properties, or only properties over a certain age
4. Rent and income restrictions for qualified organizations, and who gets to decide who the qualified organizations are? Consultants proposed that the City would decide, but there are racial equity concerns about that...

15. Anticipate that CM's authoring this policy will start instructing staff to develop ordinance language relatively soon, are still working on the decisions listed above. Still plenty of time for the TEC to weigh in!

16. This is one of many affordable housing policies in process right now. In a few weeks, there will be a Council study session on rent stabilization – Center for Urban and Regional Affairs has been doing an economic analysis and will present it on Feb 23rd. Council will have a public hearing on Feb 24th about charter amendment for rent stabilization.

1. TRACK – send out this date and more info/encourage people to bring their friends; follow up with Emma!

2. Another protection in process is “just cause” eviction and “pay or quit” notice – can’t non-renew someone’s lease without cause, and have to give notice of an eviction before filing an eviction – CM’s have introduced these policies as well and staff are looking at them

17. Questions:

1. What are we doing for people who can’t afford housing to begin with, currently experiencing homelessness?
 1. Policies we’ve discussed are mostly about keeping people stably housed/preventing eviction and therefore barriers to future housing
 2. City formally partners with County Office to End Homelessness – next week, asking Council to approve funding to several organizations for rapid rehousing (short-term rental assistance and wraparound services for people currently experiencing homelessness). Programs like this have been underfunded at the federal level for a long time; in response to COVID, we have received some federal money that we wouldn’t otherwise have, which we’ve been able to use for rapid rehousing and emergency rental assistance, culturally specific shelters, etc. We may get more federal money – Congress is looking at more funding for Public Housing Authorities to have funding for people experiencing homelessness
2. Did the case studies help demonstrate which options were most successful? How would renters get enough capital? Are there lenders involved?
 1. DC policy is longest-standing (almost 40 years) – more like Option 1. San Francisco policy is like Option 3 but relatively new, so hard to compare success. DC policy has a lot of funding to support – affordable housing finance programs that tenant organizations could tap into for capital, etc. In DC, tenants often assign their right to someone else – form a tenant org, then give their right to a specific developer who can pull the financing together, but then they’re at the table and can shape the process. Third option, tenants might have less of a seat at the table (at least in some circumstances).

[OpportunityToPurchasePresentation](#)

11. Maximum Occupancy Ordinance

1. Changing definition of “family” to be who people live with you, so that maximum occupancy is only shaped by the number of people who can safely live in a residence, rather than the number of people who are related to you

2. TEC is recommending this change in the recommendations co-chairs are presenting on the 24th!

12. Deaf Culture and Disability

[Deaf Culture](#)

Adjournment - 6:55 PM

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Next Transgender Equity Council meeting: Mar 11, 2021

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- Your attendance at the meeting;
- Your name, residential address, email or phone number, or other personal contact details;
- Your comments at the meeting, whether part of a formal hearing or comment period or otherwise; and
- Any submissions you provide before or after the meeting which are included as part of the public record of the meeting.

A portion of this meeting may be closed to the public pursuant to MN Statutes Section 13D.03 or 13D.05.

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